

# 2015 to 2010 FEVS for NSF Historical Trends Comparison

FEVS Section	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF 2015	NSF Change 2014 to 2015	NSF Change 2010 to 2015
MY WORK EXPERIENCES	(1) I am given a real opportunity to improve my skills in my organization.	% Positive	74%	74%	69%	67%	72%	75%	↑ 3%	↗ 1%
	(2) I have enough information to do my job well.	% Positive	79%	77%	71%	72%	76%	77%	↑ 1%	↓ -2%
	(3) I feel encouraged to come up with new and better ways of doing things.	% Positive	71%	67%	66%	67%	66%	69%	↑ 3%	↓ -2%
	(4) My work gives me a feeling of personal accomplishment.	% Positive	79%	77%	73%	76%	77%	79%	↑ 2%	↗ 0%
	(5) I like the kind of work I do.	% Positive	85%	83%	79%	82%	82%	82%	↗ 0%	↓ -3%
	(6) I know what is expected of me on the job.	% Positive	82%	78%	74%	78%	78%	81%	↑ 3%	↓ -1%
	(7) When needed, I am willing to put in the extra effort to get a job done.	% Positive	98%	99%	97%	97%	97%	97%	↗ 0%	↓ -1%
	(8) I am constantly looking for ways to do my job better.	% Positive	94%	94%	93%	93%	92%	94%	↑ 2%	↗ 0%
	(9) I have sufficient resources (for example, people, materials, budget) to get my job done.	% Positive	54%	52%	48%	49%	52%	54%	↑ 2%	↗ 0%
	(10) My workload is reasonable.	% Positive	52%	45%	44%	52%	49%	52%	↑ 3%	↗ 0%
	(11) My talents are used well in the workplace.	% Positive	63%	59%	56%	58%	59%	62%	↑ 3%	↗ -1%
	(12) I know how my work relates to the agency's goals and priorities.	% Positive	91%	89%	85%	87%	87%	90%	↑ 3%	↓ -1%
	(13) The work I do is important.	% Positive	92%	91%	90%	91%	89%	92%	↑ 3%	↗ 0%
	(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	% Positive	81%	80%	77%	81%	79%	82%	↑ 3%	↑ 1%
	(15) My performance appraisal is a fair reflection of my performance.	% Positive	79%	72%	67%	75%	75%	78%	↑ 3%	↗ -1%
	(16) I am held accountable for achieving results.	% Positive	88%	85%	83%	84%	83%	85%	↑ 2%	↓ -3%
	(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	% Positive	64%	64%	59%	62%	62%	67%	↑ 5%	↑ 3%
	(18) My training needs are assessed.	% Positive	50%	44%	44%	44%	52%	53%	↑ 1%	↑ 3%
	(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	% Positive	68%	63%	62%	67%	71%	72%	↑ 1%	↑ 4%
	MY WORK EXPERIENCES	% Positive	76%	73%	70%	73%	74%	76%	↑ 2%	↗ 0%

Sample or Census: Census

Number of surveys completed: 900

Number of surveys administered: 1,159

Response Rate: 78%

Legend	Increase/Decrease
↑	1%+ increase
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	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF 2015	NSF Change 2014 to 2015	NSF Change 2010 to 2015
MY WORK UNIT	(20) The people I work with cooperate to get the job done.	% Positive	75%	75%	76%	77%	79%	80%	↑ 1%	↑ 5%
	(21) My work unit is able to recruit people with the right skills.	% Positive	53%	51%	53%	55%	58%	55%	↓ -2%	↑ 2%
	(22) Promotions in my work unit are based on merit.	% Positive	45%	41%	41%	40%	44%	43%	↘ -1%	↓ -2%
	(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	% Positive	31%	28%	33%	31%	37%	33%	↓ -4%	↑ 2%
	(24) In my work unit, differences in performance are recognized in a meaningful way.	% Positive	39%	34%	35%	30%	35%	36%	↑ 1%	↓ -3%
	(25) Awards in my work unit depend on how well employees perform their jobs.	% Positive	49%	44%	42%	35%	41%	45%	↑ 4%	↓ -4%
	(26) Employees in my work unit share job knowledge with each other.	% Positive	69%	71%	72%	73%	75%	75%	→ 0%	↑ 6%
	(27) The skill level in my work unit has improved in the past year.	% Positive	51%	51%	52%	51%	52%	56%	↑ 4%	↑ 5%
	(28) How would you rate the overall quality of work done by your work group?	% Positive	86%	86%	88%	88%	89%	90%	↑ 1%	↑ 4%
	MY WORK UNIT	% Positive	55%	53%	55%	53%	57%	57%	→ 0%	↑ 2%
	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF 2015	NSF Change 2014 to 2015	NSF Change 2010 to 2015
MY AGENCY	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	% Positive	76%	77%	75%	76%	77%	77%	→ 1%	↑ 1%
	(30) Employees have a feeling of personal empowerment with respect to work processes.	% Positive	57%	49%	46%	46%	50%	54%	↑ 4%	↓ -3%
	(31) Employees are recognized for providing high quality products and services.	% Positive	65%	58%	50%	49%	54%	56%	↑ 2%	↓ -9%
	(32) Creativity and innovation are rewarded.	% Positive	55%	52%	44%	44%	44%	48%	↑ 4%	↓ -7%
	(33) Pay raises depend on how well employees perform their jobs.	% Positive	34%	33%	27%	21%	28%	32%	↑ 4%	↓ -2%
	(34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	% Positive	61%	62%	57%	61%	63%	63%	→ 0%	↑ 2%
	(35) Employees are protected from health and safety hazards on the job.	% Positive	86%	85%	82%	85%	86%	87%	↑ 1%	↑ 1%
	(36) My organization has prepared employees for potential security threats.	% Positive	78%	71%	75%	76%	73%	77%	↑ 4%	→ -1%
	(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	% Positive	56%	56%	52%	54%	55%	57%	↑ 2%	↑ 1%
	(38) Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	% Positive	68%	68%	63%	66%	67%	68%	→ 1%	→ 0%
	(39) My agency is successful at accomplishing its mission.	% Positive	90%	89%	84%	87%	85%	87%	↑ 2%	↓ -3%
	(40) I recommend my organization as a good place to work.	% Positive	80%	75%	68%	69%	70%	71%	→ 1%	↓ -9%
	(41) I believe the results of this survey will be used to make my agency a better place to work.	% Positive	57%	51%	47%	48%	49%	50%	→ 1%	↓ -7%
	MY AGENCY	% Positive	66%	64%	59%	60%	62%	64%	↑ 2%	↓ -3%

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MY SUPERVISOR /	(42) My supervisor supports my need to balance work and family issues.	% Positive	80%	79%	81%	82%	83%	84%	↑ 1%	↑ 4%
	(43) My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	% Positive	73%	69%	67%	72%	72%	73%	↑ 1%	→ 0%
	(44) Discussions with my supervisor/team leader about my performance are worthwhile.	% Positive	63%	60%	59%	66%	66%	68%	↑ 2%	↑ 5%
	(45) My supervisors/team leader is committed to a workforce representative of all segments of society.	% Positive	70%	70%	67%	72%	72%	73%	↑ 1%	↑ 3%
	(46) My supervisor/team leader provides me with constructive suggestions to improve my job performance.	% Positive	59%	57%	57%	62%	65%	66%	↑ 1%	↑ 7%
	(47) Supervisors/team leaders in my work unit support employee development.	% Positive	72%	70%	68%	69%	74%	74%	→ 0%	↑ 3%
	(48) My supervisor/team leader listens to what I have to say.	% Positive	79%	76%	75%	79%	78%	80%	↑ 2%	↑ 1%
	(49) My supervisor/team leader treats me with respect.	% Positive	82%	81%	80%	83%	83%	84%	↑ 1%	↑ 2%
	(50) In the last six months, my supervisor/team leader has talked with me about my performance.	% Positive	78%	74%	82%	87%	88%	87%	→ -1%	↑ 9%
	(51) I have trust and confidence in my supervisor.	% Positive	67%	64%	65%	68%	69%	69%	→ 0%	↑ 2%
	(52) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	% Positive	71%	69%	71%	75%	76%	75%	→ -1%	↑ 4%
	MY SUPERVISOR / TEAM LEADER	% Positive	72%	70%	70%	74%	75%	76%	↑ 1%	↑ 4%
	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF 2015	NSF Change 2014 to 2015	NSF Change 2010 to 2015
LEADERSHIP	(53) In my organization, leaders generate high levels of motivation and commitment in the workforce.	% Positive	53%	44%	40%	43%	45%	46%	↑ 1%	↓ -7%
	(54) My organization's leaders maintain high standards of honesty and integrity.	% Positive	65%	58%	56%	58%	58%	57%	↓ -1%	↓ -8%
	(55) Managers/supervisors/team leaders work well with employees of different backgrounds.	% Positive	63%	60%	58%	60%	63%	62%	↓ -1%	→ -1%
	(56) Managers communicate the goals and priorities of the organization.	% Positive	65%	59%	56%	59%	61%	64%	↑ 3%	→ -1%
	(57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	% Positive	68%	59%	56%	57%	61%	66%	↑ 5%	↓ -2%
	(58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	% Positive	59%	56%	52%	53%	55%	59%	↑ 4%	→ 0%
	(59) Managers support collaboration across work units to accomplish work objectives?	% Positive	67%	64%	62%	61%	62%	66%	↑ 4%	↓ -1%
	(60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	% Positive	61%	59%	57%	62%	63%	66%	↑ 3%	↑ 5%
	(61) I have a high level of respect for my organization's senior leaders.	% Positive	63%	58%	51%	56%	58%	56%	↓ -2%	↓ -7%
	(62) Senior leaders demonstrate support for work/life programs.	% Positive	66%	60%	63%	65%	69%	68%	↓ -1%	↑ 2%
	LEADERSHIP	% Positive	63%	58%	55%	57%	60%	61%	↑ 1%	↓ -2%

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MY SATISFACTION	(63) How satisfied are you with your involvement in decisions that affect your work?	% Positive	61%	56%	52%	56%	58%	59%	↑ 1%	↓ -2%
	(64) How satisfied are you with the information you receive from management on what's going on in your organization?	% Positive	55%	50%	46%	48%	54%	54%	→ 0%	↓ -1%
	(65) How satisfied are you with the recognition you receive for doing a good job?	% Positive	67%	58%	52%	52%	55%	57%	↑ 2%	↓ -10%
	(66) How satisfied are you with the policies and practices of your senior leaders.	% Positive	52%	44%	40%	42%	48%	49%	→ 1%	↓ -3%
	(67) How satisfied are you with your opportunity to get a better job in your organization?	% Positive	41%	35%	30%	32%	34%	36%	↑ 2%	↓ -5%
	(68) How satisfied are you with the training you receive for your present job?	% Positive	61%	57%	54%	51%	59%	60%	→ 1%	→ -1%
	(69) Considering everything, how satisfied are you with your job?	% Positive	73%	70%	66%	66%	69%	71%	↑ 2%	↓ -2%
	(70) Considering everything, how satisfied are you with your pay?	% Positive	74%	66%	59%	54%	59%	59%	→ 0%	↓ -15%
	(71) Considering everything, how satisfied are you with your organization?	% Positive	71%	66%	60%	60%	65%	66%	↑ 1%	↓ -5%
	MY SATISFACTION	% Positive	62%	56%	51%	51%	56%	57%	↑ 1%	↓ -5%
WORK LIFE	NOTE: OPM changed the way scores are calculated for questions related to Work/Life programs in 2012. Scores now only include inputs from those who participate in the referenced program.									
	FEVS Question		NSF 2010	NSF 2011	NSF 2012	NSF 2013	NSF 2014	NSF 2015	NSF Change 2014 to 2015	NSF Change 2010 to 2015
	(79) How satisfied are you with telework in your agency?	% Positive	70%	71%	79%	81%	83%	85%	↑ 2%	↑ 15%
	(80) How satisfied are you with alternative work schedules in your agency?	% Positive	68%	59%	91%	89%	91%	90%	↓ -1%	↑ 22%
	(81) How satisfied are you with health and wellness programs (for example, exercise, medical screening, quit smoking programs) in your agency?	% Positive	80%	75%	89%	90%	86%	91%	↑ 5%	↑ 11%
	(82) How satisfied are you with your Employee Assistance Program (EAP) in your agency?	% Positive	55%	52%	86%	83%	80%	87%	↑ 7%	↑ 32%
	(83) How satisfied are you with Child Care Programs in your agency?	% Positive	49%	41%	69%	84%	91%	80%	↓ -11%	↑ 31%
	(84) How satisfied are you with Elder Care Programs in your agency?	% Positive	33%	29%	66%	82%	71%	63%	↓ -8%	↑ 30%
	WORK LIFE	% Positive	59%	54%	80%	85%	84%	83%	↓ -1%	↑ 24%

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